Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **23 available reports** for this issue can be found at Current Summary Reports (PDF format, 103kb).

Province, Employer, File Number	Union, Bargaining Unit	Settlement Month/Year
Manitoba Regional Health Authorities of Manitoba 1231903	Manitoba Government and General Employees' Union (780 health and social care professional employees)	Jun 07
Saskatchewan SaskEnergy Incorporated 0879507	Communications, Energy and Paperworkers Union of Canada (800 field, technical and office employees)	Jun 07
Alberta Suncor Energy Inc., Oil Sands 0020412	Communications, Energy and Paperworkers Union of Canada (2,100 mine employees)	Jul 07
Multiprovince Canadian Pacific Railway 0771808	Teamsters Canada Rail Conference (2,320 maintenance of way employees)	Jul 07

A complete listing of settlements, which includes those for which a summary report is not yet available, can be accessed at Current Settlement Listing (PDF format, 146kb).

Negotech, a searchable labour relations database, provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,750	ARB/CO/ B/TENT	Apr 06–Sep 07
Canada Revenue Agency	PSAC	33,200	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
Go Transit (Ont.)	ATU	910	B	Jun 07
Private Sector				
Canadian Pacific Railway	Teamsters	4,400	CO	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	B	Mar 07
MTS Allstream Inc. (Man.)	TEAM	1,050	CO	Feb 07
Provincial and Territorial Jurisdictions				
Public Sector				
Government of Alberta	AUPE	21,000	MED	Aug 07
City of Montréal	Various unions	17,800	B	Dec 06
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	B	Jul 07
Government of Saskatchewan	Teachers	12,400	B	Aug 07
Capital District Health Authority	NSGEU	7,900	B/CO	Oct 06
Government of New Brunswick	CUPE	6,290	B	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
City of Vancouver	CUPE	5,270	WS	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	B	Oct 06
Saskatchewan Association of Health Organizations	HSAS	2,700	TENT	Mar 07
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
City of Québec	CUPE	1,410	B	Dec 06
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
Private Sector				
Construction Industry in Alberta	Various unions	22,500	B/TENT/ PMB	Apr 07
New Dominion Stores (Ont.)	CAW-CANADA	8,500	B	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	B	Mar 07
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Boilermaker Construction Association of Canada	Boilermakers	4,600	TENT	Jun 07
Forest Industrial Relations Limited (B.C.)	Steelworkers	4,500	WS	Jun 07
Algoma Steel Inc. (Ont.)	Steelworkers	3,000	TENT	Jul 07
Construction Industry in Ontario	Various unions	2,800	B/ TENT	Apr 07

Employer	Union	Employees	Status*	Expiry Month
Greater Vancouver Hotel Employer's Association	UNITE HERE Canada	1,240	B	Jun 07
Nova Scotia Power Inc.	IBEW	900	B	Jul 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Regional Health Authorities of Manitoba	Nurses	11,000	Sep 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	Jun 07
City of Québec	Various unions	2,610	Dec 06
National Research Council Canada	RCEA/PIPSC	2,600	Jun/Jul 07
London Health Sciences Centre	CAW-Canada	1,100	Oct 07

Major Work Stoppages

involving 500 or more employees from **August 3 to 16, 2007**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Community Living Southwestern Region, Ontario Ontario Public Service Employees Union approximately 1,280 health and social care professional employees:	Not available		
Prince Edward County (150)		Aug 7/2007	Aug 16/2007 Tentative settlement
Meaford (40)		Aug 7/2007	Aug 12/2007
Tilsonburg (120)		Jul 29/2007	Aug 7/2007
London (450)		Jun 23/2007	Aug 16/2007 Ratified, expected return to work Aug 20/2007
Elgin (240)		Jun 23/2007	Aug 11/2007
Chatham-Kent (190)		Jun 23/2007	Aug 13/2007
Middlesex (90)		Jun 23/2007	Aug 13/2007
City of North Vancouver Vancouver, British Columbia Canadian Union of Public employees 800 inside and recreational employees	Wages and contract duration	Jul 20/2007	Aug 7/2007

Employer, Location, Union and Employees	Issues	Starting	Ending
Vancouver Public Library Board Vancouver, British Columbia Canadian Union of Public employees 800 librarians and office employees	Pay equity, wages, and contract duration	Jul 26/2007	
City of Vancouver Vancouver, British Columbia Canadian Union of Public employees 5,000 inside employees	Wages and contract duration	Jul 23/2007	
Forest Industrial Relations Limited Coastal Region, British Columbia United Steel, Paper and Ferestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union 7,000 mill employees	Work scheduling, benefits, and contracting out	Jul 21/2007	
City of Vancouver Vancouver, British Columbia Canadian Union of Public employees 2,000 outside employees	Wages and contract duration	Jul 20/2007	

Innovative Workplace Practices

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This overview of workplace innovations is based on a review of 69 collective agreements settled during the second quarter of 2007. Of these, 18 settlements contained provisions considered to be innovative or of particular interest.

Duration

Forty agreements had a duration of 36 months which represents over half (58%) of the total settlements for the second quarter of 2007. Six agreements had a duration of 48 months and 8 settlements had durations of 24 months. There were 6 settlements with a 12-month duration. Three settlements had 56-month durations while 5 settlements had 60-month durations. The longest duration was an 72-month agreement between Fédération des caisses Desjardins du Québec, Services de cartes Desjardins, Montréal, Quebec and United Food and Commercial Workers of Canada.

Compensation

A **corporate team incentive plan** between Canada Post Corporation, Canada-wide and Canadian Union of Postal Workers will provide full- and part-time employees with an incentive potential of 3.0% per fiscal year for meeting the 4 corporate performance targets of customer value index, financial performance, delivery service, and employee engagement. Also, there is a potential for earning more than 3.0% if the corporation exceeds its targets, and less if the corporation does not meet its targets. Any amount generated will be given as a lump-sum payment and pro-rated for part-time employees

The Fédération des caisses Desjardins du Québec, Services de cartes Desjardins, Montréal, Quebec and United Food and Commercial Workers of Canada have negotiated an **incentive system based on individual performance.** According to an annual assessment, an employee whose performance is judged to be "as expected" is entitled to a lump-sum payment of 3.0% of wages with wages maintained at the normal level. An employee with a "superior" assessment is entitled to a lump-sum payment of 2.0% of wages and wages increased by 2.0% and an employee with an "exceptional" assessment is entitled to a lump-sum payment of 1.0% of wages and wages increased by 4.0%.

A **flexible spending account** has been established between Saskatchewan Telecommunications, province-wide, Saskatchewan, and Communications, Energy and Paperworkers Union of Canada. Effective December 15, 2007 and each December 15 thereafter, the employer will contribute 1.0% of base salary to an account. Employees will have the option of allocating such funds to the pension plan, registered retirement savings plan, health spending account, home computer purchase program or to a wellness account. Part-time employees will receive a pro-rated contribution.

Health and Welfare

A **health care spending account** has been established with Southern Alberta Institute of Technology, Calgary, Alberta and SAIT Academic Faculty Association. Effective July 1, 2009, an individual health benefit account in the amount of $500 per year will be set up on behalf of each permanent full-time employee. The account is to be used to access supplementary medical care not included in the current health coverage in the collective agreement.

Canada Post Corporation, Canada-wide and Canadian Union of Postal Workers have introduced a provision concerning **employees with hearing impairments.** The employer will provide an independent sign or oral language interpreter for employees with hearing impairments when receiving formal training. Also, the employer will contribute up to a maximum of $100,000 to produce a video version of the collective agreement in American Sign Language and Quebec Sign Language and will reimburse registration fees of employees who take sign language courses to better communicate with employees with hearing impairments.

An **employee wellness program** has been established between Saskatchewan Liquor and Gaming Authority, province-wide, and Saskatchewan Government and General Employees' Union. The goal of the program is to assist employees in making personal changes with a focus on establishing and maintaining a healthy, active lifestyle. Some of the initiatives include a health risk assessment tool, up-to-date health information, and proactive tools to promote wellness. The

employer will contribute $30,000 towards the program's operations.

Working Conditions

The Durham District School Board, Whitby and area, Ontario and Canadian Union of Public Employees have established a new **summer work schedule.** Commencing in September 2007, employees will work an additional 30 minutes on every Tuesday, Wednesday and Thursday. Effective July 2008, full-time employees will be paid for 40 hours per week but will work 41.5 hours. This will enable employees to have every Friday off during the summer months commencing in 2008 although 3 of these days must be covered by accumulated vacation leave.

A **reduced workweek** provision has been introduced by Fédération des caisses Desjardins du Québec, Services de cartes Desjardins, Montréal, Quebec and United Food and Commercial Workers of Canada. In order to meet obligations related to the care, health or education of the employee's child or of the spouse's child, or due to the state of health of the employee's spouse, father, mother, brother, sister, or grandparent, employees will be able to go on a reduced workweek once every 3 years. The minimum number of hours worked will be 25 per week for a duration from 15 days to a maximum of 12 months.

Olymel Société en commandite, Berthierville, Quebec and Fédération du commerce have initiated an **extra staff pool** for heavier work periods. The parties have agreed to implement a pool of 40 employees who will be required to report to work in order of seniority, on call and at the employer's choice. Members of the team are not guaranteed weekly hours of work and may not work outside regular working hours unless there is a shortage of staff. Seniority is accumulated after 280 hours worked at a rate of 8 hours per day, and when the employer staffs a regular position, the employee with the most seniority will be selected.

Saskatchewan Liquor and Gaming Authority, province-wide and Saskatchewan Government and General Employees' Union have negotiated a **youth employment initiative.** The plan will identify full-time positions to be designated as opportunities for hiring recent post-secondary graduates and include entry level for certain occupations and hard-to-recruit positions. The union agrees to waive provincial seniority for the recruitment of these positions. No existing employee will be bumped or lose employment as a result of the positions identified.

A **representative workforce** provision has been established between Saskatchewan Telecommunications, province-wide and Communications, Energy and Paperworkers Union of Canada. The parties agree to develop, implement, monitor, and evaluate initiatives designed to facilitate participation by equity seeking groups–Aboriginal people, people with disabilities, visible minorities, and women in non-traditional jobs–in all occupations. In order to achieve full representation, the parties will prepare the workplace, develop partnerships to promote and facilitate employment, and prepare provincial youth for future employment. Educational opportunities will be implemented for all employees to raise awareness of cultural and other differences and to ensure a better understanding of respectful work practices. Subject to business requirements, every reasonable effort will be made to accommodate an employee when a request is made to attend or participate in a spiritual or cultural observance required by faith or culture.

Canada Post Corporation, Canada-wide and Canadian Union of Postal Workers have negotiated an **ergonomic study** concerning oversized manual sorting cases. The employer will contribute up to a maximum of $100,000 to conduct a study to review the ergonomic considerations of the safe use of stools during the manual sorting process. The study will review if the case design can be practically modified to accommodate the use of stools in a manner that will decrease the risk of musculoskeletal injury during the sorting process. The parties will select a third party ergonomic expert based on their proposed research plan and will submit a report to the National Joint Health and Safety Committee.

Alcan Inc., Kitimat and Kemano, British Columbia and Canadian Auto Workers have introduced a **military/voluntary emergency response** leave. An employee may be granted an unpaid leave of absence to fulfill training and duty requirements.

Labour-Management Committees

During the second quarter, 29 of the 69 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Olymel Société en commandite, Berthierville, Quebec and fédération du commerce have established a **economic transparency** committee. The mandate will be to discuss the evolution of the company and to develop a communications process to better understand the situation. The parties will cooperate in implementing various elements to ensure the profitability and competitiveness of the plant as well and the job security of the employees. Issues will include the financial situation of the company, investment projects, future prospects and productivity and competitiveness improvements.

A **diversity** committee has been introduced between Saskatchewan Wheat Pool, province-wide and Grain Services Union. The parties will discuss diversity in the workplace and improving the representation of designated group members in the workforce, in particular First Nations and Aboriginal People.

Durham District School Board, Whitby and area, Ontario and Canadian Union of Public Employees have established a **special training** committee to research the need for training in dealing with students with severe behavioural issues.

A **writing and simplification** committee has been introduced between Association des constructeurs de routes et grands travaux du Québec, province-wide and Alliance syndicale de la construction. The parties will review the process of writing and simplifying collective agreements texts in order to improve understanding of provisions and to ease consultation.

Other committees included in collective agreements deal with such items as work reorganization, job descriptions, training, employment equity, health and welfare provisions, and workplace violence.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml

Coming in the Next *Bulletin*

- Wage Settlements—**July 2007** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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